

# STEWARDSHIP CONNECTIONS

A Newsletter for Financial Connections

## Biblical Perspectives on Work Part 2

Wendell Heatwole

During my lifetime I've built two houses for my family. In working on the plans I particularly enjoyed drawing the elevations. They showed what the outside of the completed houses would look like from different perspectives.

If work were a house, what would it look like? Let's look at work from four different Biblical perspectives: from Creation, the Fall, our present life outside Eden, and eternity.

### Perspective from Creation

From Creation we learn that work is a gift from God, not something that came into effect after things went sour. Instituted at Creation, work was imbued with dignity from the start. Part of work's dignity rests on the goodness of creation. Creation is good because it is the work of God. Would God create something inherently evil? Contrary to some religious philosophies, our material world is good, not base or evil.

Work also has dignity because it is a duty given to us by God. God intended that man rule creation and subdue it, and He instructed Adam and Eve to tend and keep the garden (Genesis 1:26-28; 2:15). Just as being made in God's image sanctifies human life, so being entrusted with the responsibility to care for the earth dignifies man's work.

The mandate to subdue and rule creation does not give us license to abuse and ravish the earth, but speaks of mastering and managing it. Caring for creation and using its resources was not beneath Adam and Eve's

spirituality; in fact, it was part of it. Sometimes well-meaning people who are earnest for heavenly things unduly devalue or despise earthly concerns, not realizing that work is spiritual. God works, and He commanded sinless man to work.

Work also has dignity because it is a duty given to us by God.

The perspective from Creation shows us the demands of work. Since God gave us material bodies, the earth and its atmosphere provide the natural resources we need for life and productivity. Consequently, work is very utilitarian and down-to-earth. The Bible presents it as ordinary and matter of fact, part of God's design and order. He intended work to be one aspect of what it means to be human just as searching for food is part of what it means to be an animal.

While work is necessary for our survival, our work holds greater meaning and purpose than scavenging does for a coon. Nevertheless, Scripture does not present work as an explicit act or form of worship. This is the opposite error of devaluing earth-keeping and life-sustaining work. Does tilling the soil and planting seeds draw us into communion with God? Then what about unclogging the drain or pumping the septic tank? If one kind of work is a worship experience, why not the other,

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*Wendell Heatwole*

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# Charitable Gift Fund

## Simple, Deductible, Anonymous Giving to Churches and Charities

Anabaptist Foundation exists to serve donors, churches, and charities as a neutral channel for giving. Our Charitable Gift Fund (CGF) Program provides tax-deductible receipts for your charitable contributions while enabling you to recommend which churches and charities benefit from your gift.

Anabaptist Foundation fills a unique niche in conservative Anabaptist church circles. We assist donors as they seek to support God's work, and we complement churches and charities as they endeavor to do God's work. Without our own mission or relief programs to fund, we don't compete with other charities for funds, never pressure you to give with solicitations, and can offer neutral, unbiased counsel to donors, churches, and charities.

### Benefits of a Charitable Gift Fund account:

- **An immediate tax deduction.** Open an account and mail your contribution by December 31 to receive a 2016 tax-deductible receipt.
- **Resourceful giving options.** You can contribute what you have: cash, commodities (corn, soybeans, hogs, etc.), or appreciated assets (real estate or stocks). We liquidate non-cash gifts and place the proceeds in your Gift Fund account.
- **Flexible distribution of funds.** Gifts from your account can be made to churches or to 501c3, tax-exempt charities. Gifts may not be made to or earmarked for the benefit of individuals. You may recommend gift distributions upfront, or you can wait to make those decisions later as needs arise.
- **Anonymous giving.** All gifts to churches and charities will be anonymous unless you specifically request otherwise.
- **Convenience.** Automatic monthly or quarterly gift disbursements can be set up to support specific charities, enabling you to provide regular support without the bother of writing monthly checks. Quarterly statements help you keep track of your giving.
- **Counsel.** You may have questions about needs at a church or charity but hesitate to ask personally because you don't wish to reveal your identity. The Foundation can secure that information for you, providing confidential counsel so you can make informed giving decisions.

If you want to anonymously support God's work, we would be glad to help you do it. Establishing an account is simple, and all information is kept strictly confidential. For a free information packet or to speak with someone, please contact us:

Write: Anabaptist Foundation, 1245 Old Route 15, New Columbia, PA 17856

Call: (800) 653-9817, ext. 209

Email: [giftfund@afweb.org](mailto:giftfund@afweb.org)

### 2016 Tax Deduction Reminder

If you wish to receive a tax-deductible contribution receipt for 2016, your check must be postmarked by **December 31, 2016**. The Internal Revenue Service (IRS) stipulates that the date we must mark on receipts is the postmark on the envelope, **not the date on the check!**

# Young Family Finances Seminars

The rescue squad is certainly appreciated when someone falls off a cliff, but how much better would it be there were a fence to keep them from falling! Our Young Family Finances seminars are designed to prevent people from falling off financial cliffs. These seminars provide youth and young married couples with basic Biblical teaching to avoid financial pitfalls and worldly influences. This mini-seminar delivers three focused topics from a conservative Anabaptist perspective: *Giving & Brotherhood*, *Debt & Budgeting*, and *Saving & Investing*.

## Upcoming seminars include:

- Penn Yan, NY: December 7, 2016
- Seneca Falls, NY: December 8, 2016
- Lancaster area, PA: January 17-19, 2017 (*three locations*)
- Memphis, MO: February 21, 2017
- Harrisonburg, VA: February 24-25, 2017 (*two locations*)

*Our Young Family Finances seminars are only offered by means of local community support with planning and logistics. If your community has interest in hosting a seminar, please contact us!*

(800) 653-9817, ext. 209

info@afweb.org

Continued from page 1 *Work* »

when both farming and plumbing have inherent dignity? Consequently while work brings us into God's will and may draw our thoughts Godward, it is not a vehicle for worship.

Before leaving Creation's perspective, we might ask what work is. Some folks seem to think that unless significant physical activity is involved, it's not real work, or at least it doesn't measure up to God's standard. And sometimes we use language which demeans those who are supported financially in Christian service: "Do you work or are you supported?"

Mastering and managing the creation for the glory of God and the good of mankind involves a profusion of interdependent tasks. Some of these are labors of charity and service which provide no means for financial support. Others involve mental labor rather than manual. It is no more right to say that accountants, engineers, and scholars are not part of the workforce since they do not grunt than it is for the eye to tell the ear that it is not part of the body since it does not see. Almost any minister will tell you that preparing to preach is hard work, as are a lot of other tasks involved in meeting humanity's spiritual and material needs. Work is work whether one supports himself or he is supported by others, whether the sweat is literal or figurative.

## Perspective from the Fall

Work from the perspective of the Fall reveals distorted features resulting from the corruption of the design's initial beauty. But just as man's fall into sin did not obliterate God's image in man, neither did it nullify the goodness of work. However, it did make the task of mastering and managing creation physically difficult and spiritually treacherous.

But just as man's fall into sin did not obliterate God's image in man, neither did it nullify the goodness of work.

Paul speaks directly to the changed spiritual climate: "Through one man sin entered the world, and death through sin, and thus death spread to all men, because all sinned . . ." (Romans 5:12). Mankind became morally contaminated. Adam and Eve were no longer inclined toward obedience and righteousness. Sins such as greed, envy, ambition, covetousness, selfishness, stinginess, and sloth started to

Continued on next page »

affect their work.

The physical conditions changed because God cursed the ground. In Adam's sentence God reveals the altered nature of our work. Labor would be intensified and frustrated, the earth becoming more difficult to master and manage. Wrestling out a living would involve pain and misery. Much work contains a miserable element—be it disagreeableness, boredom, or danger—leading to the mistaken notion that work is bad, something to be avoided.

Work would also be less productive and more demanding. Thorns and thistles would spring up and compete with the desirable plants which were for man's consumption and benefit. Work would become a lifelong struggle. Wealth seems to mitigate some of the struggle, so much so that many are able to prepare for a long retirement of ease. The possibility of a pleasure-filled retirement does not invalidate the basic truth that the tentacles of the curse reach to life's end. Neither does it justify a self-centered old age which leaves us spiritually barren and personally unfulfilled.

It's worth pondering why God brought these difficult and disagreeable elements into work. The first part of Adam's judgment contains the clue: "Cursed is the ground for your sake" (Genesis 3:17). "For your sake" must mean the Curse was more than simple punishment. Rather it was intended to be instructive and redemptive. These changes were for mankind's good and benefit.

Aggravating and wearying aspects of work remind us of sin's consequences and call us to desire a better country (Hebrews 11:13-16). Perhaps also God cursed the ground for the same reason He confounded the languages at Babel—to prevent a utopian environment in which sin could thrive unchecked. So the Curse is redemptive in that God changed our physical world in order to have a positive impact on our spiritual lives.

### **The perspective from outside of Eden**

The greater realities of the Fall were revealed when one of Adam's sons murdered his brother. As a result of his sin Cain lived in exile, "east of Eden" (Genesis 4:16). We don't need to live "east of Eden," overwhelmed by our depravity. We can be washed, sanctified, and justified in the name of the Lord Jesus and by the Spirit of God (1 Corinthians 6:11).

Nevertheless, we live outside of Eden. Even though we are partakers of the divine nature, we are still plagued by sin. Greed, envy, ambition, covetousness, selfishness, stinginess, and sloth easily taints our work. No one-time experience or commitment can eradicate the curse of sin once and for all. However we do not need to flounder in it like the man in Romans 7, unable to experience the deliverance presented

in Romans 8. Nevertheless the fact that sin is always lying at the door, waiting to trip us up, calls us to a close walk with the Lord and highlights the value of a functioning and accountable church relationship to help safeguard our work-life. Sin's ever-present danger is why the Bible addresses several areas of work from a perspective outside of Eden.

Scripture calls us to confront our tendency to laziness. I

**Part of the danger of pursuing riches is the cost of the chase.**

suppose there is a sanctified laziness involving needed rest and relaxation. Accurately reading our bodies' warning signals when we are becoming exhausted is quite different from shirking the command to work. That is why Proverbs exhorts us to consider the ant's diligence, and Ephesians tells us not to steal, but to work to have enough for our needs as well as the needs of others (Proverbs 6:6-11; Ephesians 4:28).

We must also recognize the danger of idleness. Though often associated with laziness, the wealthy are not immune to its lure. Part of the shortcoming of idleness is a parasitic rather than a productive approach to life. Able-bodied people given to idleness are like children who weasel out of work, forcing their siblings to complete jobs assigned by their parents. An even greater peril of idleness is captured by the well-known dictum that it is "the devil's workshop."

When Paul wrote, "If anyone will not work, neither shall he eat," he rooted bad behavior in idleness. Similarly when saying that young widows should not be put on the roll, Paul was concerned about the devastating personal and spiritual consequences of unemployment (see 2 Thessalonians 3:10-12 and 1 Timothy 5:11-14). Perhaps one reason God cursed the earth was so our increased workload would keep us from having so much time for mischief. Seriously!

The contamination of sin demands that we deal with the appeal of riches, a motive that drives the work of many a person. Christians are not immune to the love of money and the sins it spawns. So subtly can wealth ascend to the throne of our lives, and the greatest sin of all is that it displaces Him who we say we serve. Part of the danger of pursuing riches is the cost of the chase. One of those costs is the demands it puts on one's time. The appeal of wealth can lead to the opposite of laziness and idleness—workaholicism. Pursuing riches distances us from God and godly values, from family and family relationships, and from church and brotherhood accountability.

Haunted by a focus on material things, we must orient our lives and chart our course by fixing our eyes “not on what is seen, but on what is unseen. For what is seen is temporary, but what is unseen is eternal” (2 Corinthians 4:18 NIV). As strangers and pilgrims on the earth who are moving toward our eternal homeland, we “use the things of the world, as if not engrossed in them. For this world in its present form is passing away” (1 Corinthians 7:31 NIV). If our work-life is not governed by a mind that is set on things above, we easily succumb to materialism (Colossians 3:1-2).

While life outside of Eden’s sinless perfection involves vigilance against our work being infected by sin, it also invites us to enjoy the satisfaction of work as a simple pleasure of life. Just as the earth is still filled with beauty even though the original creation was destroyed by water, even so work retains its basic purpose and essential dignity although some of its original sheen was lost in the Fall. Yet we can corrupt work’s goodness by making it carry meaning unintended by God.

Isn’t it wonderful when we find our work satisfying and meaningful? However, work is not the essence of life. Life’s true meaning and satisfaction rests in knowing the Creator and joining in the work of His kingdom which goes beyond time into eternity. Nevertheless, one of the rich things God has given us to enjoy is work. Perhaps no one says it better than the author of Ecclesiastes: “Every man should eat and drink and enjoy the good of all his labor—it is the gift of God” (Ecclesiastes 3:13). We fail when we pursue the simple pleasures of life in the place of God rather than enjoying them for what they are.

Our lives are filled with work. For many of us, work consumes the single largest segment of our time. Yet work is the handmaiden to our existence, not the essence of it. The essence is seen in Eden, not while Adam and Eve tended the garden, but, as we picture it to have been, when God walked with them in the cool of the day. In the words of the apostle Paul, “To live is Christ” (Philippians 1:21).

Speaking in the context of work, Jesus said, “Seek first the kingdom of God and His righteousness.” Not that work is antithetical to serving Christ, but work is not what life is all about. Life is about Christ, and work is both complementary and subordinate to that. Even the Preacher of Ecclesiastes wraps up his musings by saying, “Let us hear the conclusion of the whole matter: Fear God and keep His commandments, For this is man’s all” (Ecclesiastes 12:13).

## The perspective from eternity

When our life’s work is ended, what will our work look like from eternity’s perspective? That question must be answered by first reaffirming the spirituality of all morally legitimate

work. While the words sacred and secular express valid distinctions, we should not attempt to sort our work into separate piles under those categories, delighting in the one and disdaining the other. Just as body, soul, and spirit are integrated to constitute what we are as human beings, so the material and spiritual dimensions of work are integrated to form a unity. Who we are in Christ flows into our entire work experience, and our work flows out to the glory of God and for the cause of Christ.

Forced servitude must be one of the most demeaning conditions under which to work. Yet Paul’s instructions to those serving in bondage shows that even work under such conditions is not a strictly physical matter, it is imbued with the spiritual: “Whatever you do, do it heartily, as to the Lord and not to men . . . for you serve the Lord Christ” (See Colossians 3:22-24). All work that is legitimate for a Christian is

The perspective of eternity calls us to utilize whatever our work may be for the kingdom of God.

permeated with spiritual meaning.

However, that is not the same as saying all work accrues to equal eternal value. People may pursue work that fails to capture their potential for Christ and His church. Some serve the cause of Christ best through work in the marketplace, while others are suited to function in more direct church and service-oriented work. Timothy may well have become a merchant in Lystra, but what loss to the church if he had not joined in the work of the apostle Paul. Lydia, on the other hand, was oriented to Christian service as a businesswoman.

As people open themselves to God’s leading, they sometimes shift the focus and nature of their work over the course of their lives so they can count most for the cause of Christ. And it must be said that sometimes people who are zealous for God choose work they think has high potential for eternal good, but for which they are not well suited, leading to frustration and ineffectiveness.

The perspective of eternity calls us to utilize whatever our work may be for the kingdom of God. God has brought us on board as Christ’s ambassadors to join with Him in the work of reconciling lost mankind to Himself. This high spiritual calling should permeate our work with meaning and purpose. Whatever the nature of our work, we should seek to leverage it for eternal good.

Sometimes those under consideration for church leadership are asked whether they will endeavor to make all else

subservient to the interests and welfare of God's kingdom. Is that not a valid question for all of us? Why should our own interests and goals take priority over the Lord's? So even beyond utilizing our work for God's reconciling purposes, we must subjugate our work to ends of lasting spiritual worth. That means values beyond pay checks, productivity, and profits will govern our work.

From the perspective of eternity, will we wish we had spent more time at work and less time nurturing our families? Will we regret participating in service projects or the time we gave in voluntary service? Will we wish we had paid our employees less and driven harder bargains with local businessmen? Will we be ashamed if earning power was our primary consideration in work? Will we rue a career invested

in children's lives by teaching school when we also had a bent toward far better paying work in business?

Not that teaching is more spiritual work than business. Rather, the spiritual realities of eternity awaken us to thoughtfully choose and use our work for God's glory. The dignity and sacredness of all legitimate work should not dull our sensitivity to how God would have each of us employ our work in His service. Neither should it serve to rationalize our own unwillingness to engage in work of great eternal potential that requires considerable personal cost.

Since our work is in large measure how we serve God, we should work carefully, making the most of our opportunities, and seeking to understand the will of the Lord (Ephesians 5:15-17). ✍️

## Personnel Changes

### Welcome:



#### **Crystal Beiler**

We welcome Crystal to the AF office in New Columbia, where she serves as Receptionist and Secretary alongside Kathy. Crystal is a member of Shekinah Christian Fellowship in Middleburg, PA (Beachy Amish). Crystal recently served at Mountain View Nursing Home in Virginia, and we are thankful to have her join our team. Welcome, Crystal!



#### **Kathy Stoltzfus**

Kathy joined the AF office team this summer. She serves as Receptionist and Secretary alongside Crystal. Kathy is also a member of Shekinah Christian Fellowship, and just returned from a term of service at Allegany Boys Camp in Oldtown, Maryland. Welcome, Kathy—we are pleased to have you on our team!

### Farewell to:

In December, 2015, we said goodbye to **Melissa Moyer**, who faithfully served as Administrative Assistant at Anabaptist Financial for over 7 years. Thank you for using your gifts and abilities to assist Anabaptist Financial, especially as we developed our services as a young organization. May God richly bless and reward you!

We also recently said goodbye to **Laura Beachy**, who faithfully served as Secretary for nearly six years in the AF office. Thank you for your years of conscientious service, often performed in small but significant ways behind the scenes. May God give you His abundant blessing and guidance!

# Anabaptist Financial

# BUSINESS SEMINAR

FROM AN ANABAPTIST PERSPECTIVE

**Tuesday, February 22, 2017: Hillcrest Mennonite Community Center — Memphis, MO**

## Sessions

- Humility, Stewardship, and Prosperity** - *In this topic we will explore how God created us with a desire and ability to succeed, but He wants the glory from our success for His Kingdom. For the Christian, humility and stewardship are integral to true success. How do you respond when success lifts you up?*  
• **Amos K. Martin**
- Building Good Relations** - *Strong employee relations strengthen a company's foundation. This session offers guidance in building a foundation of trust with your workers. Being a manager with great product knowledge and savvy production skills is no substitute for relational depth and connection.* • **Lewi Graber**
- Organizational Structure** - *Effective governance is essential to a healthy and enduring business. While form and structure change, the goals of effective decision making, cohesive teamwork, and a lasting legacy remain the same as a business grows. This session will explore how the spheres of family, ownership, and management interact.* • **Leonard Meador**
- Risk, Liability, and Debt Management** - *Risk is inherent to life itself and has the power to stress as well as to bless each one of us. Debt is a common means of business financing that can be a powerful resource as well as a crushing burden. This session will help bring clarity to both sides of these topics for better planning and more clear decision making.* • **Greg Wolf**
- Job Instruction, Fit, and Performance** - *This session will demonstrate how to consistently develop the talents of individual workers through effective job instruction and ongoing communication. This session will teach you how to get top performance while ensuring employees are well suited for their role.* • **Lewi Graber**
- Buy-Sell Agreements** - *Family business relationships are the most important part of business structure. Maintaining good relationships must be a planned process. Learn how to minimize this stress with clear, predefined buy-sell agreements.* • **Leonard Meador**
- Business Transition - Leadership Dynamics** - *Planning the transition of leadership to the next generation must begin long before the actual event. Various considerations include developing and identifying a qualified successor and restructuring the leadership team. This session will explore aspects of leadership as it relates to the successor and succession plan.* • **Leonard Meador**
- Wage, Benefits, and Profit Sharing** - *Together, these three elements make up a total compensation package for employees. This session will explore the applications of fairness, favor, and fit in compensation, and how to implement them in ways that bring value for employers and enduring satisfaction for employees.*  
• **Greg Wolf**
- Strangers and Pilgrims in Business** - *"This world is not our home, we're just a'passing through," we often sing and say. Yet the paradox of our lives is that they frequently seem to overflow with the cares of this life. This session will consider wise discernment for business owners in living as heavenly pilgrims doing earthly business.* • **Greg Wolf**

## Speaker Details

- Amos K. Martin** *New Holland, PA*  
Co-owner, Good's Store
- Lewi Graber** *Sparta, WI*  
Human Resources Manager,  
Rockland
- Leonard Meador** *Rossville, IN*  
Business Management  
Consultant
- Greg Wolf** *Sawyer, KS*  
Owner of Family Food Store

*If registered on or before February 7, \$74.00 for the first person. Additional attendees \$64.00, if from the same family or business.*

*If registered after February 7, \$84.00 for the first person. Additional attendees \$74.00, if from the same family or business.*

For more information about these seminars, please contact us:

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# Anabaptist Financial

# BUSINESS SEMINAR

FROM AN ANABAPTIST PERSPECTIVE

**Thursday, February 23, 2017: Ozark Mennonite Church—Seymour, MO**

## Speaker Details

**Ministering Through Business** - *Your business is an environment in which to minister to people's real needs. Business can provide an opportunity to demonstrate righteousness in ethical challenges, as well as to imitate God's character and desired reign over all creation. This session will challenge you to use every business opportunity for the glory of God.* • **Delbert Petersheim**

**Building Good Relations** - *Strong employee relations strengthen a company's foundation. This session offers guidance in building a foundation of trust with your workers. Being a manager with great product knowledge and savvy production skills is no substitute for relational depth and connection.* • **Lewi Graber**

**Organizational Structure** - *Effective governance is essential to a healthy and enduring business. While form and structure change, the goals of effective decision making, cohesive teamwork, and a lasting legacy remain the same as a business grows. This session will explore how the spheres of family, ownership, and management interact.* • **Leonard Meador**

**Job Instruction, Fit, and Performance** - *This session will demonstrate how to consistently develop the talent of your individual workers through effective job instruction and ongoing communication. The session will teach you how to get top performance while ensuring employees are well suited for their role.* • **Lewi Graber**

**Risk, Liability, and Debt Management** - *Risk is inherent to life itself, and has the power to stress as well as to bless each one of us. Debt is a common means of business financing that can be a powerful resource as well as a crushing burden. This session will help bring clarity to both sides of these topics for better planning and more clear decision making.* • **Greg Wolf**

**Building Operational Systems** - *A common denominator of successful businesses lies in their ability to perform tasks in the same way, every day regardless of who does the work. In this session, you will learn why systems are important, but more importantly you will learn how to build operational systems.* • **Leonard Meador**

**Wage, Benefits, and Profit Sharing** - *Together, these three elements make up a total compensation package for employees. This session will explore the applications of fairness, favor, and fit in compensation, and how to implement them in ways that bring value for employers and enduring satisfaction for employees.* • **Greg Wolf**

**Service Management** - *Service management is the management and control of producing quality services to customers. It is important to define the service, ensure services are delivered to customer requirements, and to manage the service life cycle. In this session, you will learn the core elements of service management and how to develop service processes that consistently satisfy the customer and keep them coming back for more.* • **Leonard Meador**

**Delbert Petersheim** *Cuba, MO*  
Co-owner of 5 Star Buildings

**Lewi Graber** *Sparta, WI*  
Human Resources Manager,  
Rockland

**Leonard Meador** *Rossville, IN*  
Business Management  
Consultant

**Greg Wolf** *Sawyer, KS*  
Owner of Family Food Store

*If registered on or before February 9, \$74.00 for the first person. Additional attendees \$64.00, if from the same family or business.*

*If registered after February 9, \$84.00 for the first person. Additional attendees \$74.00, if from the same family or business.*

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# Anabaptist Financial

# BUSINESS SEMINAR

FROM AN ANABAPTIST PERSPECTIVE

Saturday, February 25, 2017: Location to be announced, Hutchinson, KS

## Sessions

**Strangers and Pilgrims in Business** - *"This world is not our home, we're just a'passing through," we often sing and say. Yet the paradox of our lives is that they frequently seem to overflow with the cares of this life. This session will consider wise discernment for business owners in living as heavenly pilgrims doing earthly business.*

• **Greg Wolf**

**Risk, Liability, and Debt Management** - *Risk is inherent to life itself and has the power to stress as well as to bless each one of us. Debt is a common means of business financing that can be a powerful resource as well as a crushing burden. This session will help bring clarity to both sides of these topics for better planning and more clear decision making.*

• **Greg Wolf**

**Organizational Structure** - *Effective governance is essential to a healthy and enduring business. While form and structure change, the goals of effective decision making, cohesive teamwork, and a lasting legacy remain the same as a business grows. This session will explore how the spheres of family, ownership, and management interact.*

• **Leonard Meador**

**Harnessing Business Structure** - *Effective governance is, however, essential to a healthy and enduring business. While form and structure change, the goals of effective decision making, cohesive teamwork, and a lasting legacy remain the same as a business grows. This session will explore how the spheres of family, ownership, and management interact.*

• **Bill Mullet**

**Buy-Sell Agreements** - *Family business relationships are the most important part of business structure. Maintaining good relationships must be a planned process. Learn how to minimize this stress with clear, predefined buy-sell agreements.*

• **Leonard Meador**

**Wage, Benefits, and Profit Sharing** - *Together, these three elements make up a total compensation package for employees. This session will explore the applications of fairness, favor, and fit in compensation, and how to implement them in ways that bring value for employers and enduring satisfaction for employees.*

• **Greg Wolf**

**Business Transition - Leadership Dynamics** - *Planning the transition leadership to the next generation must begin long before the actual event. The importance of leadership is often overlooked in the transition process. Various considerations include developing and identifying a qualified successor and restructuring the leadership team. This session will explore aspects of leadership as it relates to the successor and succession plan.*

• **Leonard Meador**

**Partnering with Your Spouse** - *A panel of couples will share how they partner together in business. The purpose is to bring insight and encouragement to the unique challenges for couples who are raising a family in the context of managing a business together.*

• **Local Panel**

**Servant Leadership** - *The leadership paradigm lived and taught by Jesus was the power and blessings of servant leadership as compared to the traditional, top down leadership. It's the ability to influence others to do what is right, necessary, or desired. Values and vision are two of the characteristics often observed in this type of leadership.*

• **Bill Mullet**

## Speaker Details

**Greg Wolf Sawyer, KS**  
Owner of Family Food Store

**Leonard Meador** *Rossville, IN*  
Business Management  
Consultant

**Bill Mullet** *Millersburg, OH*  
Chairman of the Board, Provia

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\$64.00, if from the same  
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## BUSINESS ADVISING

# Business Optimizer

## A MONTHLY BOOST TO YOUR BUSINESS

Rise to the next level of business management through the Business Optimizer program as you tap into the expertise of an Anabaptist businessman who provides fresh perspective, management experience, and business expertise.

Your advisor will walk beside you, with seasoned counsel that produces a bountiful harvest of Kingdom-focused business success. Our vision is for your business to become stronger with rewarding relationships, better products, and greater profitability.

### HOW WILL YOUR ADVISOR HELP?

- *Problem solving and working through challenges in monthly counsel sessions.*
- *Facilitating annual strategic planning for increased clarity and direction.*
- *Quarterly financial review and analysis to improve management based on numbers.*
- *Teaching leadership principles, identifying strengths of key people, and producing alignment within teams.*

### For more details call:

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*Advising Facilitator*

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